

Collective Bargaining

Frequently asked questions

Q: How many collective bargaining units are there? Do all the units have exclusive Union bargaining representation?

A: There are 11 bargaining units (SB135 sec.29). Of those, Units A, E, F, and I are represented by AFSCME. Unit G is represented by NPU. Unit H is represented by NSLEOA. And, Unit K is represented by the BBFFA. Units B, C, D, and J do not have exclusive representation as of November 1, 2020.

Q: What does CBA stand for?

A: Collective Bargaining Agreement

Q: How do I know if I my job title is covered by a CBA or if I have employees covered by a CBA?

A: The recommended units compiled by the DHRM LRU is posted on our website under References. The units are: Unit A – Labor, Maintenance, & Custodial; Unit B – Administrative/Clerical; Unit C – Technical; Unit D – Professional; Unit E – Professional Healthcare; Unit F – Non-Professional Healthcare; Unit G – Category I Peace Officers; Unit H – Category II Peace Officers; Unit I – Category III Peace Officers; and, Unit J – Supervisors.

Q: My job title is in a covered collective bargaining unit; do I have to join a Union?

A: No, you are not required to join the Union. However, your job title will still be covered under that Union's collective bargaining agreement (CBA) and its provisions. (NRS 288.140)

Q: If I have questions about the CBA, who can I contact?

A: The State has set up a Labor Relations Unit (LRU) specifically to assist in contract negotiations, CBA questions, and leadership guidance. Please email us at LaborRelations@admin.nv.gov or call us at 775-684-0108

Q: Are all NV State employees covered by a CBA?

A: While over 19,000 State employees' job titles have been identified as covered by Units A through J, there are certain job titles that are not covered because they are management, executive, elected, or otherwise excluded. (SB 135 Sec. 29). There are also some job classifications that will not be covered due to the nature of their work (NRS 288.425)

Q: What will change with a CBA?

A: This will be a significant change in how the State does business. The CBA will be the primary governing document for employee relations.

Q: Is there a charge to be a member of a Union? How do I pay this fee?

A: Yes, each Union requires monthly membership dues. If you are interested in joining a Union or in finding out more about what Union membership can offer you, you should contact them directly. (NRS 281.129 1, a, 5)

AFSCME, visit www.nvafscme.org.

NPU, visit www.nevadapoliceunion.com.

NSLEOA, [visit www.nsleoa.org](http://www.nsleoa.org).

Q: How long will the CBA be in effect?

A: Per SB 135 sec 36, the term of the contract is two (2) years, *“which must start on July 1st of an odd numbered year and must end on June 30th of an odd numbered year.”*

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